

EXHIBIT 51

Quarterly Retail Bonus Plan

Introduction

In an effort to drive continued improvement in the financial results of our Pharmacy departments, Publix has a Quarterly Retail Bonus plan that rewards pharmacists for contributing to the financial success of their departments. This encourages continued improvement and self-development.

Who's eligible for the Quarterly Retail Bonus

Pharmacy Managers, Assistant Pharmacy Managers, and 30-hr Pharmacists (134 job class only) receive a quarterly bonus based on the total store's performance and the Pharmacy Department's performance. All other pharmacists receive a quarterly bonus based only on the total store's performance.

Because a Pharmacy Manager takes on additional responsibilities, we reward the Pharmacy Manager with more bonus relative to an Assistant Pharmacy Manager or a 30-hr Pharmacist. The pharmacy's total bonus is allocated at approximately 60% to the Pharmacy Manager. However, in a pharmacy with two Assistant Pharmacy Managers and a Pharmacy Manager the allocation is approximately 40-30-30.

Composition of the Quarterly Retail Bonus

Of the total bonus available for Pharmacy Managers, Assistant Pharmacy Managers, and 30-hr Pharmacists (134 job class only), 15% is based on the total store's performance and 85% is based on the Pharmacy Department's performance composed of two factors.

1. Approximately 40% is based on script count.
2. About 45% is based on department profitability.

Note: A Pharmacy must have positive bonus profit to receive the script and profitability components of the total bonus. (There is bonus protection for new stores less than 3 years old.)

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Quarterly Retail Bonus Plan, Continued

Script count included in the Quarterly Retail Bonus

A portion of the quarterly bonus is based on script count. This is an incentive to increase the number of prescriptions filled by paying a fixed amount per script to each Pharmacist based on the individual count of scripts filled.

The chart below indicates the amount paid for each brand name prescription filled (*net of credit reversals*).

Position	Amount
Pharmacy Manager	\$0.10
Assistant Pharmacy Manager	\$0.07
30-hr Pharmacist (134 job class only)	\$0.07

The chart below indicates the amount paid for each generic prescription filled (*net of credit reversals*).

Position	Amount
Pharmacy Manager	\$0.15
Assistant Pharmacy Manager	\$0.10
30-hr Pharmacist (134 job class only)	\$0.10

Pay out

This quarterly bonus pays out each quarter.

- Eligible Pharmacy Managers, Assistant Pharmacy Managers, and 30-hr Pharmacists (134 job class only) receive 75% of this bonus calculation and
- all other eligible pharmacists receive 100% of this bonus calculation.

The managers and the non-floating 30-hour pharmacists are potentially eligible for the Annual Pharmacy Bonus. See *Annual Pharmacy Bonus* document for details regarding this bonus structure.

Questions

Questions on this program should be directed to your Pharmacy Supervisor.

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